

PREGNANT AND WORKING

# Pregnant & Working

State of Maryland **Commission on Civil Rights** 

#### **Know Your Rights!**

If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and the accommodation does not impose an undue hardship on your employer. State Government

#### What Does That Mean?

If you have a disability that is contributed to or caused by pregnancy, you may request a reasonable accommodation at work. Your employer must explore "all possible means of providing the reasonable accommodation." State ment Article, §20-609(d)

The law lists an assortment of options for both you and your employer to consider in order to comply with a request for reasonable accommodation. These include.

- Changing job duties
- Changing work hoursRelocation Providing mechanical or electrical aids
- Transfers to less strenuous or less hazardous positions Providing leave
- Every situation is different. You must explore every available option with your employer to decide what accommodation best suits your needs.

Do I Need A Doctor's Note?

It depends on what your employer requests. The law allows an employer, at his or her discretion, to require certification from your health care provider regarding the medical advisability of a reasonable accommodation, but only to the same extent certification is required for other temporary disabilities. State Government Article. \$20-

If required, the certification must include

- Date a reasonable accommodation is medically
- Probable duration of the accommodation should be
- Explanation as to the medical advisability of the

#### Can I Still Get In Trouble?

Retaliation is prohibited under State Government Article, \$20-609(h) when exercising your rights. If an employee seeks to exercise her right to request a reasonable accommodation for a temporary disability due to pregnancy, an employer may not:

- Restrain;
- Deny the exercise; or
- Deny the attempt to exercise the right.

Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil

#### What If I Am A Victim Of Discrimination?

If you believe your rights under the law have been violated, you must file a complaint with MCCR within 300 days of the alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine if there is reason to believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for publi

Main: (410) 767-8600 | Toll Free: 1 (800) 637-6247 | TTY: (410) 333-1737 | Fax: (410) 333-1841 mccr@maryland.gov | www.mccr.maryland.go

#### MINIMUM WAGE

and Overtime Law



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Minimum Wage Rates (Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)

Most employees must be paid the Maryland State Minimum Wage Rate. Tipped Employees (earning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employers must pay at least \$3.63 per hour. This amount plus tips must equal at least the State Minimum Wage Rate. Subject to the adoption of related regulations, restaurant employers who utilize a tip credit are required to provide employees with a written or electronic wage who united a up creant are required to provide employees win a written or electrone wage statement for each pay period showing the employee's effective hourly rate of pay including employer paid cash wages plus tips for tip credit hours worked for each workweck of the pay period. Additional information and updates will be posted on the Maryland Department of Labor website.

Employees under 18 years of age must earn at least 85% of the State Minimum Wage Rate

\$15.00 Effective 1/1/24

> Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exceptions:

· Agricultural workers for all work over 60 hrs. per week

- Exemptions Minimum Wage and Overtime Exemptions
- Immediate family member of the employe
- · Certain agricultural employees
- Executives, administrative.
- and non-profit organizations
- Employees under the age of 16 working less than 20 hours per week Outside salespersons
- Montgomery Co. Different minimum wage rates are in effect. Employers in this county are

required to post the

applicable rate information

- Volunteers for educational, charitable, religion
- Employees enrolled as a trainee as part of a public school special education program
- Drive-in theaters

- Certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually
  - - ansportation, the Federal Motor Carrier Act d the Interstate Commerce Commission
  - · Seasonal amusement and recreational
  - FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT: Maryland Department of Labor for and Industry—Employment S Division of Labor

Division of Labor and Industry—Employment Standards Service 1904G Golden West Drive, Suite 160 Hunt Valley, MD 21031 Telephone Number. (410) 767-2357 • Fax Number: (410) 333-7303 E-mail: didliemploymentstandards-dllr@maryland.gov

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY. THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR.

PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.

**Maryland** 

EMPLOYEE NOTICE

The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave for certain employees. It also requires that employers who employ 14 or fewer employees provide unpaid sick and safe leave for certain employees.

Earned sick and safe leave begins to accrue on February 11, 2018, or the date on which an employee begins employment with the employer, whichever is later. An employee accrues earned sick and safe leave at a rate of at least one hour for every 30 hours the employee works; however, an employee is not entitled to earn more than 40 hours of earned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe leave at any time.

Leave Usaa

An employee is allowed to use earned sick and safe leave under the following conditions:

To care for or treat the employee's mental or physical illness, injury, or condition; To obtain preventative medical care for the employee or the employee's family mer To care for a family member with a mental or physical illness, injury, or condition;

To care for a mainly member with a mental or payscal liness, mjury, or condition; For maternity or paternity leave; or The absence from work is necessary due to domestic violence, sexual assault, or stalking committed against the employee or the employee's family member and the leave is being used: (1) to obtain medical or mental health attention; (2) to obtain services from a victim services organization; (3) for legal services or proceedings; or (4) because the employee has temporarily relocated as a result of the domestic violence, sexual assault, or stalking.

A family member includes a spouse, child, parent, grandparent, grandchild, sibling, the legal guardian or ward of the employee or the employee's spouse, or an individual who acted as a parent or stood in loco parentis to the employee or the employee's spouse when the employee or the employee's spouse was a minor oyees are permitted to use earned sick and safe leave in increments in certain amounts established by employer. Employees are required to give notice of the need to use earned sick and safe leave when it is eable. An employer may deny leave in certain circumstances.

Prohibitions

An employer is prohibited under the law from taking adverse action against an employee who exercises a right under the Maryland Healthy Working Families Act and an employee is prohibited from making a complaint, bringing an action, or testifying in an action in bad faith.

How to File a Complaint or Obtain Additional Information

If you feel your rights have been violated under this law or you would like additional information, you may contact Commissioner of Labor and Industry 10946 Golden West Drive, Suite 160 - Hunt Valley, MD 21031

### **HEALTH INSURANCE**

#### TO BE POSTED HEALTH INSURANCE COVERAGE

You and other members of your family may be eligible under Maryland

law to continue to be covered by your former employer's health

- You quit your job or you were terminated from your employment for a reason other than for cause; and
- You are covered by your employer under a group hospital-medical policy or a health maintenance organization (HMO) for at least three (3) months prior to being separated from your employment; You do not have other similar insurance.

wish to continue your health insurance, you MUST give your ver written notice no later than forty-five (45) days after your last day of work.

IMPORTANT: You will be responsible for paying the entire cost of the health insurance

For further information about the program, you should contact your employer, or if necessary, telephone the Insurance Administration in Baltimore at (410) 468-2244 or 1-800-492-6116 (Ext. 2244).

> State of Maryland Maryland Department of Labor

THIS NOTICE APPLIES TO STATE LAW.
YOU MAY HAVE BROADER BENEFITS UNDER FEDERAL LAW.

TO BE POSTED

#### **UNEMPLOYMENT INSURANCE**

#### TO EMPLOYEES

IF YOU ARE LAID OFF or otherwise become unemployed, immediately file a claim by callling the telephone number for the area reside or you may file a claim on the internet at the web site address indicated below.

IF YOU ARE ELIGIBLE, you may be entitled to unemployment insurance benefits for as many as 26 weeks

FYOU ARE WORKING LESS THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work have bromptly file a claim as instructed above, to determine your benefit rights. F YOU HAVE BEEN FILING FOR BENEFITS AND RETURN TO WORK, you must report your gross wages during the

### YOU ARE ENTITLED TO BENEFITS IF:

- You are unemployed through no fault of your own.
  You have sufficient earnings, any under Base Period.
  You have registered for work and filed a claim for benefits with a Maryland I you are able to work, available for work, and actively seeking work.
  OTE: To ensure prompt handling of your claim, it is necessary to have younder safety (16) years of age, you must know the Social Security and Sacurity runnbers, you will be provided with instructions on he

## IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL:

INSIDE THE STATE OF MARYLAND

Caroline Dorchester Kent Queen Anne's Somerset Talbot Wicomico

OUTSIDE THE STATE OF MARYLAND

TO FILE A CLAIM VIA THE INTERNET: www.mdunemployment.com

IMPORTANT NOTICE

employment insurance is intended for persons who are unemployed through no fault of their own and who are ready, willing and able to rk. Persons who receive benefits through false statements or fail to report ALL earnings will be disqualified and will be subject to criminal secution. Community of the CVIR In the C

THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE

in Maryland

¿Accidentes por lesión/daño corporal relacionados con

estipulado por la ley)

que usted se lesionó en su trabajo.

consultando la página del Internet para el Workers' Compensation o solicitándo uno por

teléfono). Diligenciarlo para que las oficinas del Workers' Compensation lo reciban lo antes posible.

Aviso: El suministrar información falsa u ocultar información sobre cualquier actividad relacionada con su trabajo o relacionada con su regreso al trabajo, pudiera afectar los beneficios que recibiera o pudiera acarrearle multas, encarcelamiento o ambas.

**Maryland Workers' Compensation Commission** 

10 East Baltimore Street, Baltimore, Maryland 21202-1641 (410) 864-5100 / Outside Baltimore (800) 492-0479 Webpage - http://www.wcc.state.md.us / TTY Users 711 in Maryland or (800) 735-2258
This notice must be printed on 8.5" x 14" gold or yellow paper, display complete employer information and be pasted in a conspicuous location at each work site or location in accordance with COMAR 14.09.01.02 and 14.09.01.03.

el Empleo o Enfermedad Profesional?

Si usted se encuentra incapacitado o inhabilitado para

trabajar por más de tres días, el seguro de trabajadores que tienen las compañías pudiera cubrir las facturas

médicas y otros gastos relacionados. También le compensarían 2/3 de sus ingresos (Hasta un monto máximo

Si usted sufre una lesión en el trabajo, debe: Informarle a su empleador o supervisor de inmediato
 No podría recibir todos sus beneficios a menos que su

empleador fuere notificado que sufrió una lesión.

3. Llenar el formulario Employee's Clain Form C-1 (disponible

2. Informarle al médico quien de administre tratamiento

#### **WORKERS' COMPENSATION**

### WORKERS' COMPENSATION LA COMPENSACIÓN DEL TRABAJADOR

Job Related Accidental Personal Injury or Occupational Disease? If you are disabled and unable to work for more than three (3) days, your employer's workers' compensation insurance company may pay your medical bills and other expenses and replace two-thirds (2/3) of you salary (limited to the maximum set by law).

#### If you are injured on the job:

Notify your employer or supervisor at once. You cannot receive full benefits unless your employer Tell the doctor who treats you that you were hurt on the job.

3. Complete an employee's Claim Form C-1 (available by phone or on the Commission's website) and

send it to us as soon as possible.

N	or return to work could prevent you from receiving benefits and may subject you to freely the work could prevent you from receiving benefits and may subject you to fines, imprisonment or both.
H	

Employer, Emploador		
Business Address/Dirección		
City/State/Zip Ciudad/Estado Código Postal		
Federal Employer ID (FEIN) Identificación Federal Del Empleador		
Telephone Number/Numero Telefónico		
Insurance Company Name		

Insurance Company Telephone

MD WCC Form C-24

**EARNED SICK AND SAFE LEAVE** 

(iii) a county and its units; and (iv) a municipal government in the State

#### Maryland **Equal Pay for Equal Work**

(a) In this subme the warm ... (b)(1) "Employer" means:
(i) a person engaged in a business, industry, profession, trade, or other enterprise in the State;
...

(3) An employer may rely on wage history under paragraph (2) of this subsection only if the higher wage does not create an unlawful pay differential based on protected characteristics under §3-304 of this subtitle.
7) This section may not be construed to prohibit an applicant remployment from sharing wage history with an employer fundarity.

(i) wages of employees; (ii) job classifications of employees; and

(iii) other conditions of employment

(2) An employer shall keep the records required under this subsection for the period of time that the Commissioner requires. (b) On the basis of the records required under this section, an employer shall make each report that the Commissioner requires.

place of employment a copy or rms suurure. (c) The Commissioner, in consultation with the Maryland Commission on Civil Rights, shall develop educational materials and make training available to assist employers in adopting training, policies, and procedures that comply with the requirements of this subtitle.

(1) try to resolve any issue involved in the violation informally by mediation; or

informally by mediation; or (2) ask the Attorney General to bring an action on behalf of the applicant or employee. (b) The Attorney General may bring an action under this section in the county where the violation allegedly occurred to injunctive relief, damages, or other relief.

employee may bring an action against the employer for injunctive relief and to recover the difference between the wages paid to employees of one sex or gender identity and the wages paid to employees of another sex or gender identity who do the same type work and an additional equal amount as liquidated damages

(2) ask the Attorney General to bring an action in accordance with this section on behalf of the employee; (3) consolidate 2 or more claims against an employ

(1) Williamy violate any provision of the Section (2) hinder, delay, or otherwise interfere with the Commissioner or an authorized representative of the Commissioner in the enforcement of this subtitle; (2) require an employee to sign a waiver or any other document that purports to deny the employee the right to disclose or discuss the employee's wages; or (3) refuse entry to the Commissioner or an authorized representative of the Commissioner into a place of employment that the Commissioner is authorized unde subtitle to inspect; employee's wages; (ii) disclosing the employee's own wages; (iii) discussing another employee's wages if those wages have been disclosed voluntarily;

(1) willfully violate any provision of this subtitle;

(a) An employer may not:

(i) makes a complaint to the employer, the Commissioner or another person;

(ii) brings an action under this subtitle or a proceeding that relates to the subject of this subtitle or causes the action or proceeding to be brought; or

(4) in bad faith, testify in an action under this subtitle or a proceeding that relates to the subject of this subtitle. (c) The Commissioner may bring an action for injunctive relief and damages against a person who violates subsection (a)(1) (4), or subsection (b)(1), (3), or (4) of this section.

(iii) Each civil penalty assessed under this paragraph shall be paid to the General Fund of the State to offse t of enforcing this subtitle.

2. for a second violation, assess a civil penalty of up to \$300 for each applicant for employment for whom the employer is not in compliance; or

of up to \$600 for each applicant for employment for whom the employer is not in compliance if the violation occurred within 3 years after a previous determination that a violation had occurred.

FOR MORE INFORMATION CONTACT: Department of Labo Employment Standards Service 10946 Golden West Drive, Suite 160 – Hunt Valley, MD 21031 Phone: 410-767-2357

State of Maryland **Commission on Civil Rights** 

### **How Does The Law Protect Me?**

State Government Article, \$20-602 of the Annotated Code of Maryland provides every Marylander equal protection in employment regardless of:

Ancestry or National Origin Race

Religion
Physical or Mental Disability
Color Marital Status

Genetic Information

Military Status

### You are protected from unlawful discrimination from the following employment-related practices

Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/pro

Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or

circulate information that unlawfully limits employment. Newspapers and other media cannot publish job advertisements that discriminate.

If you believe your rights under the law have been violated, you must file a complaint with MCCR 300 days of

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Maryland

(2) "Employer" includes a person who acts directly or indirectly in the interest of another employer with an employee. (c) "Gender identity" has the meaning stated in § 20–101 of the State Government Article.

addition to any powers set forth elsewhere, the Commissioner may (1) use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle; and

se the payment of a wage owing to an employee under

(d)(1) "Wage" means all compensation for employment (2) "Mage" includes board, logding, or other advantage provided to an employee for the convenience of the employer. \$3-302. This subtille applies to an employer of both men and women in a lawful enterprise.

(a) In this section, "providing less favorable employment

(1) assigning or directing the employee into a less favorable career track, if career tracks are offered, or position:

(2) failing to provide information about promotions or advancement in the full range of career tracks offered by the

(3) limiting or depriving an employee of employment opportunities that would otherwise be available to the employee but for the employee's sex or gender identity. I(1) An employer may not discriminate between employees in any cupation by:

upation by:

(i) paying a wage to employees of one sex or gender identity at a rate less than the rate paid to employees of another sex or gender identity if both employees work in the same establishment and perform work of comparable character or work on the same operation, in the same business, or of the same type; or

same type; or 
(ii) providing less favorable employment opportunities based on 
sex or gender identity. 
(2) For purposes of paragraph (1)(ii) of this subsection, an 
employee shall be deemed to work at the same establishment as 
another employee if the employees work for the same employer 
at workplaces located in the same county of the State. 
Except as provided in subsection (d) of this section, subsection (b) 
this section does not prohibit a variation in a wage that is based on: 
(1) a seniority system that does not discriminate on the basis of 
10.

(1) a seniority system that does not discriminate on the basis of sex or gender identity; (2) a merit increase system that does not discriminate on the basis of sex or gender identity;

(5) work that is performed on different shifts or at different times of day;

(6) a system that measures performance based on a quality or quantity of production; or

quantity of production, or (7) a bona fide factor other than sex or gender identity, including education, training, or experience, in which the factor: (i) is not based on or derived from a gender–based differential in compensation.

(ii) is job related with respect to the position and consistent with a business necessity; and

(d) This section does not preclude an employee from demonstrating that an employer's reliance on an exception listed in subsection (c) of this section is a pretext for discrimination on the basis of sex or gender identity

(e) An employer who is paying a wage in violation of this subtitle may not reduce another wage to comply with this subtitle.

(i) inquiring about, discussing, or disclosing the wages of the employee or another employee; or

(ii) requesting that the employer provide a reason for why the employee's wages are a condition of employment;

(3) take any adverse employment action against an employee for:

(i) inquiring about the employee's wages or another

(iv) asking the employer to provide a reason for the employee's wages; or

(v) aiding or encouraging another employee's exercise of rights under this section.

initia under time section:

(f) Subject to paragraph (2) of this subsection, an employer hay, in a written policy provided to each employee, establish easonable workday limitations on the time, place, and manual unities about or the discussion or disclosure of employee we

A limitation established under paragraph (1) of this ubsection shall be consistent with standards adopted by the ommissioner and all other State and federal laws.

(3) Subject to subsection (d) of this section, limitations established under paragraph (1) of this subsection may include prohibiting an employee from discussing or disclosing the wag of another employee without that employee's prior permission.

of another employee without that employees prior permission. (c) Except as provided in subsection (d) of this section, the failure of an employee to adhere to a reasonable limitation included in a written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by the employee under this section if the adverse employment action taken by the employer was for a failure to adhere to the reasonabl limitation and not for an inquiry, a discussion, or a disclosure of wages in accordance with the limitation.

(2) If an employee who has access to wage information as part of the essential functions of the employee's but discloses the employee's own wages or wage information about another employee so wages or wage information about another employee obtained outside the performance of the essential functions of the employee is ob, the employee shall be entitled to all the protections afforged under this subtile.

1) Nothing in this section shart be construed to:

1) require an employee to disclose the employee's wages

2) diminish employees' rights to negotiate the terms and conditions of employment under federal, State, or local law (3) limit the rights of an employee provided under any other provision of law or collective bargaining agreement;

(4) create an obligation on any employer or employee to

(is) permit an employee, without the written consent of an employer, to disclose proprietary information, trade secret information, or information that is otherwise subject to a legal privilege or protected by law, or (6) permit an employee to disclose wage information to a competitor of the employer.

(A) On request, an employer shall provide to an applicant for employment the wage range for the position for which the

(B) (1) An employer may not: (1) Retailate against or refuse to interview, hire, or employ an applicant for employment because the applicant: 1. Did not provide wage history; or 2. Requested the wage range in accordance with this section for the position for which the applicant applied; and (II) Exèppt a provided in paragraph (2) of this subsection: 1. Rely on the wage history of an applicant for employment in screening or considering the applicant for employment or in determining the wages for the applicant or 2. Seek the wage history for an applicant for

§3-304.2

(d) (1) A prohibition established in accordance with subset (3) of this section against the discussion and the discussion and the discussion are subset.

(3) jobs that require different abilities or skills; (4) jobs that require the regular performance of different duties or

(iii) accounts for the entire differential.

(2) After an employer makes an initial offer of employment with an offer of compensation to an applicant for employment, an employer may:

(1) Subject to paragraph (3) of this subsection, rely on the wage history voluntarily provided by the applicant

the wage history voluntarily provided by the applicant for employment to support a wage offer higher than the initial wage offered by the employer: or (II) Seek to confirm the wage history voluntarily provide by the applicant for employment to support a wage offer higher than the initial wage offered by the employer.

(I) An employer may rely on wage history under passessed.

33–3ute.

(a) On request of an employer, the Commissioner shall provide without charge a copy of this subtilite to the employer (b) Each employer shall keep posted conspicuously in each place of employment a copy of this subtille.

§3-306.1. (a) Whenever the Commissioner determines that this subtitle has been violated, the Commissioner shall:

(b) On the written request of an employee who is entitled to bring an action under this section, the Commissioner may:

(1) take an assignment of the claim in trust for the employee

(c) An action under this section shall be filed within 3 years after the employee receives from the employer the wages paid on the termination of employment under §3 –505(a) of this title. (d) The agreement of an employee to work for less than the wage to which the employee is entitled under this subtitle is not a defense to an action under this section. (e) If a court determines that an employee is entitled to judgment in an action under this section, the court shall allow against the employer reasonable counsel fees and other costs of the action, as well as prejudgment interest in accordance with the Maryland Rules. §3-3-08.

(4) discharge or otherwise discriminate against an employee or applicant for employment because the employee or applicant for employment:

proceeding to be brought; or (iii) has testified or will testify in an action under this subtitle or a proceeding that relates to the subject of this subtitle; or (5) Violate \$3-04.2 of this subtitle. o) An employee or an applicant for employment may not: (1) make a groundless or malicious complaint to the Commissioner or an authorized representative of the

(e) or subsection (b)(1), (3), or (4) of this section.

(d) (1) Except as provided in paragraph (2) of this subsection, an employee who violates any provision of subsection (a)(2) or (3) of this section is guilty of a misdemeanor and on conviction is subject to, a fine not exceeding \$300.

(2) (0) This paragraph does not apply to a violation of \$304.2.

104.2. "iji If an employer is found to have violated this subfille two or more times within a 3-year period, the Commissioner or a court may require the employer to gay a civil penalty equal to 10% of the amount of damages wed by the employer.

the cost of enforcing this subtitle.

(E) (1) If the Commissioner determines that an employer has violated §3-304.2 of this subtille, the Commissioner:

(I) shall issue an order compelling compliance; and

(II) may, in the Commissioner's discretion,

1. for a first violation, issue a letter to the employer compelling compliance;

3. for each subsequent violation, assess a civil penalt

determination that a violation had occurred.
(2) In determining the amount of the penalty, if assessed, the Commissioner shall consider:
(1) the gravity of the violation'
(ii) the size of the employer's business;
(iii) the employer's good faith; and
(iv) the employer's pistory of violations under this subtitle.
(3) if the Commissioner assesses a penalty under paragraph (1)(iii) of this subsection, the penalty shall be subject to the notice and hearing requirements of Title 10.

subject to the notice and hearing requirements of Title 10, Subtitle 2 of the State Government Article. For additional information or to file a complaint, please contact:

### FAIR EMPLOYMENT

**Employment** Discrimination is Unlawful

#### What Am I Protected From?

Employers cannot discriminate in recruting, interviewing, niring, upgrading/promoti conditions, and discharging an employee. Labor organizations cannot deny membership to qualified persons or discriminate in apprenti

Deny the attempt to exercise the right.

Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights (MCCR).

What If My Employer Retaliates? Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress. If an

#### What If I Am A Victim Of Discrimination?

the alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine if there is reason to believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public